

Letter to the Governor

The Honorable John Engler
State of Michigan
State Capitol
Lansing, Michigan 48909

July 18, 2000

Dear Governor Engler:

It is with great pride and pleasure that we submit to you the 1999 Annual Report of the Michigan Women's Commission highlighting the many goals and accomplishments achieved between January 1, 1999 and December 31, 1999.

During 1999, we helped to improve the quality of life for Michigan women by:

1. Updating the Women's Resource Directory.
2. Educating law enforcement officers, educators and health care professionals about GHB abuse and the new law making it a Schedule I drug.
3. Co-hosting "Older Women's Health" forums throughout the state.
4. Presenting self-esteem programs to youth and women's groups.
5. Partnering with the State Police and domestic violence organizations to announce Domestic Violence Awareness Month and the release of new standards from the Batterer Intervention Standards Task Force.
6. Working with the State Police to present personal safety programs to women of all ages.
7. Representing women's concerns on the Elder Abuse Task Force.
8. Developing a three year strategic plan.

The Commission's actions were guided by Public Act 1 of 1968 and concept positions adopted by the full Commission.

On behalf of the Commissioners and staff, we express our sincere appreciation for your commitment to women's issues and support of the Commission. We look forward to continuing this partnership in 2000.

Sincerely,

Anne Norlander
Chairwoman

MISSION

The Michigan Women's Commission works to improve the quality of life for Michigan women.

VISION

Women creating leadership and partnership for change on issues that matter.

PHILOSOPHY

Women have intrinsic value--

separate from family

separate from the workplace

separate from community

The full value of women is linked to their--

contribution to family

contribution to the workplace

contribution to the community

COMMISSION HISTORY

In 1961, President John F. Kennedy established the President's Commission on the Status of Women with Eleanor Roosevelt as the Chair. Governors Swainson and Romney created and supported governors' commissions on the status of women in the early 1960's, and in 1968 the Michigan Legislature enacted Public Act 1, creating the Michigan Women's Commission by statute.

The Commission has worked on many issues in its 31-year history.

Since its inception, there have been ten chairwomen beginning with Bette Finegan. Ms. Finegan and the first statutorily appointed commissioners were challenged by Governor William F. Milliken to move forward aggressively in helping to bring about the maximum use of all human resources in the State.

Our chairperson in 1999, Patti Garrett, an investment broker for Sun America Securities and an active community volunteer, was appointed a member of the Commission by Governor John Engler in 1991. The Governor appointed her Commission Chairwoman in January 1993. She provided strong leadership to the Commission throughout 1999.

During its 31-year history, the Commission has worked on the following issues:

- Child care
- Child support
- Domestic violence
- Economic independence
- Education
- Elder abuse
- Employment
- Equality
- GHB/ rape drugs
- Health care
- Older women's issues
- Pay equity
- Personal protection orders
- Personal safety
- Pregnancy
- Recognition of women's accomplishments and contributions
- Self-esteem
- Stalking
- Substance abuse/treatment of women
- Women and alcohol

When the Commission is asked to serve in special capacities on issues related to its mission, it allocates staff and Commission resources to address these projects.

COMMISSION

STRUCTURE

Commission Authorization

The Michigan Women's Commission was established by Public Act I of 1968.

The Michigan Women's Commission was established by Public Act 1 of 1968. It consists of 19 members broadly representative of numerous fields of interest to women. The Governor, with the advice and consent of the Senate, appoints 15 members to the Commission for terms of three years. The Governor also designates a chairwoman and a vice chairwoman from members of the Commission. The directors of the following state departments, or their representatives, are ex officio voting members of the Commission: Civil Service, Consumer and Industry Services, Education, and the Family Independence Agency. In addition to the 19 voting members, liaisons from other state departments and from the Governor's and Lieutenant Governor's offices are appointed by their respective department heads. The participating state agencies include the Office of the Attorney General, the Department of Career Development, the Department of Community Health, the Department of Community Health Office of Services to the Aging, the Department of Corrections, the Offices of the Governor and Lieutenant Governor, the Department of Management and Budget, the Michigan Economic Development Corporation, the Michigan State Police, the Department of Natural Resources, the Department of Transportation, and the Department of Treasury.

Powers and Duties

As perscribed in Public Act 1 of 1968, the Commission shall:

1. *Stimulate and encourage throughout the state the study and review of the status of women;*
2. *Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers;*
3. *Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights;*
4. *Promote more effective methods of enabling women to develop their skills, continue their education, and to be retrained;*
5. *Make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services;*
6. *Secure appropriate recognition of women's accomplishments and contributions to this state.*

Funding

The Commission may accept federal funds granted by Congress or executive order for all or any of the purposes of this act as well as private gifts and donations from individuals, private organizations, or foundations, provided that the acceptance of federal funds commits no state funds and places no obligation upon the Legislature to continue the purposes for which the funds are made available.

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Cooperation of Executive Departments and Agencies

The Commission shall have the full cooperation of all executive departments and agencies of the state in the performance of its duties.

Annual Reports and Recommendations

The Commission shall submit an annual report to the Governor including recommendations based on its studies.

Rules and Regulations

The Commission shall have no authority to promulgate rules and regulations.

Members and Staff

MICHIGAN WOMEN'S COMMISSION

COMMISSIONERS

Patti Garrett, **Chair** - Kingsford
Vice Chair - Vacant
Barbara Cable - Grand Rapids
Claire Corriveau - Hersey
Beverly Devyak - Dearborn Heights
Lynda Evers - Kalamazoo
Elham Jabiru-Shayota - Bloomfield Hills
Myrah Kirkwood - Detroit
Melanie Myers - Lathrup Village
Anne Norlander - Battle Creek
Carol Northcott-Utchen - Rogers City
Shirley Okerstrom - Traverse City
Elizabeth Pezzetti - Bloomfield Hills
Suzanne Sareini - Dearborn
Martha Thuemmel - Port Austin

LIAISONS

Shirley Bentsen - Department of Community Health/
Office of Services to the Aging
Alethia Carr - Department of Community Health
Kelly Chesney - Department of Management and Budget
Susan Clark - Department of Transportation
Lieutenant Kriste Etue - Michigan State Police
Mindy Koch - Department of Natural Resources
Bobbie McKennon - Department of Treasury
Kathleen Mechem - Michigan Jobs Commission
Diane Micale - Office of the Attorney General
Lisa Splawn - Offices of the Governor and Lieutenant
Governor
Nancy Zang - Department of Corrections

STAFF

EX OFFICIO MEMBERS

Maura Campbell - Department of Consumer and
Industry Services
Maria Candy - Family Independence Agency
Deanna Hopkins - Department of Civil Service
Carolyn Logan - Department of Education

Martha Truscott - Executive Director (effective October, 1999)
Lori Donlan - Communications Representative
Linda Van Drasek - Executive Secretary

Cathy Bacile - Student Assistant
Kimberly Harding - Student Assistant

Standing Committees: Membership

The work of the Commission is accomplished through a number of committees which define goals, objectives and strategies and then devote their efforts to accomplishing the desired outcomes.

Employment/Education

Commissioners:

Barbara Cable - Co-Chair
Suzanne Sareini - Co-Chair
Lynda Evers
Patti Garrett
Elham Jabiru-Shayota
Elizabeth Pezzetti

Ex-Officio:

Maria Candy
Carolyn Logan

Liaison:

Diane Micale

Health

Commissioners:

Melanie Myers - Chair
Claire Corriveau
Patti Garrett
Carol Northcott-Utchen
Shirley Okerstrom

Ex-Officio:

Maura Campbell
Maria Candy

Liaison:

Alethia Carr

Home and Community

Commissioners:

Carol Northcott-Utchen - Chair
Barbara Cable
Claire Corriveau
Patti Garrett
Myrah Kirkwood
Melanie Myers
Martha Thuemmell

Ex-Officio:

Maria Candy
Deanna Hopkins

Liaison:

Shirley Benton
Kriste Etue
Nancy Zang

Legislative

Commissioners:

Lynda Evers - Chair
Barbara Cable
Patti Garrett
Carol Northcott-Utchen
Shirley Okerstrom
Suzanne Sareini

Ex-Officio:

Maria Candy

Liaison:

Kelly Chesney

Outreach

Commissioners:

Claire Corriveau - Chair
Lynda Evers
Beverly Devyak
Patti Garrett
Anne Norlander

Ex-Officio

Maura Campbell
Maria Candy

Liaison:

Lisa Splawn

COMMISSION
GOALS,
STRATEGIES,
& PRIORITIES

Commission Goals, Strategies, and Priorities

PLANNING

In 1999, the Michigan Women's Commission developed and implemented the multi-year strategic plan in which its vision, mission, philosophy and operational structure provided a framework for the goals of the Commission.

Each year the Commission adopts at least one study goal. From study and review processes that take place throughout the year, the involved standing committees develop ideas, concepts and potential projects for implementation in the following year. Potential objectives or projects are considered and prioritized at the annual strategic planning meeting.

The Commission also adopts at least one implementation goal area. Ideas regarding additional projects may be generated from the standing committees active in implementation, or from the staff as they interact with partners in and outside of state government during the implementation process. These ideas are tracked and included for consideration as objectives or projects during the fall planning meeting.

Priorities decided at the winter planning meeting by the Commission guide the work of the standing committees, and assist the executive director in prioritizing available staff resources for the coming year.

The Multi-Year Strategic Plan reflected the primary goals of the Commission.

Throughout the year, the Michigan Women's Commission actively worked through its standing committees to implement the Multi-Year Strategic Plan adopted this year. Three main goals included in the plan are to increase the economic independence of women, improve the health and safety of women, and to increase the public profile and identity of the Michigan Women's Commission as a resource for Michigan women. Objectives and strategies for meeting the three main goals, as detailed in the Multi-Year Strategic Plan, are outlined below, and reflect the actions of the standing committees and Commission. Additionally, the fulfillment of the Commission's statutory duties is addressed through this goal structure.

Goal I: To Increase the Economic Independence of Women.

Related Statutory Duties: Refer to items 1, 2, 4, 5 on page 6.

Objective I: Improvement of job opportunities for women
Time line: 2001.

Strategy-1: Increase active leadership by small businesses and major institutions to improve the job opportunities of women.

Objective II: Increase women's knowledge of programs and resources.
Time Line: 2001.

Strategy-1: Increase the knowledge of the general public about the programs and resources available to them with job-training partnerships.

Actions:

- A. The Employment and Education Standing Committee requested and received a copy of Financial Literacy 2001's Basics of Savings and Investing.
- B. The Committee also arranged for a speaker from the Department of Career Development to update the Commission on the Michigan Talent Bank and the Commission has been sharing this information with women throughout the state.

Strategy-2: Commission response to constituent calls.

Actions:

- A. Throughout 1999, the Women's Commission staff responded to many constituent calls and directed women to important state and local resources improving job opportunities for women.

Objective III: Increase the knowledge of the general public, women, and

***Employment
Options***

***Financial
Independence***

Commission Goals, Strategies, and Priorities

Legislation

businesses of innovative models and options for employability.
Time Line: 2001.

Strategy-1: Increase the knowledge of innovative models and options for employability by publishing pertinent articles through our newsletter and distributing to all members of our mailing list.

Strategy-2: Increase the knowledge of innovative models and options for employability through individual commissioner contact.

Objective IV: Review high-risk communities and schools.
Time Line: 2001

Strategy-1: Identify and develop targeted approaches for high-risk communities and schools.

Objective V: Monitor legislation
Time Line: 2001

Strategy-1: Follow and take positions on legislation that will increase the economic independence of women.

Objective VI: Improved child support for working women.
Time Line: 2001

Strategy-1: Support economic independence through improved child support for women.

Actions:

A. The Commission continued to monitor child support programs as well as transportation options for needy women.

Objective VII: Clarification of issues regarding economic independence and health for aging women

Strategy-1: Study and monitor.

Actions:

A. The Commission distributed information about free mammograms to all commissioners for disbursement in their areas of the state.

Strategy-2: Partner with the Office on Services to the Aging on issues regarding economic independence and health for aging women.

Actions:

Health and Safety

Commission Goals, Strategies, and Priorities

- A. The Health Standing Committee determined after the Elder Abuse report is released to the Governor, the Women's Commission would like to educate the public on the issue.

Goal II: Improve the Health and Safety of Women

Related Statutory Duties : Refer to items 1, 2, 3, 5 on page 6.

Objective I: Increase awareness of the dangers of GHB and other mind-altering drugs.
Time line: 2001

Strategy -1: Develop programs and partner with the Michigan Department of Community Health, the Michigan State Police, colleges, and schools utilizing the Michigan Women's Commission brochure.

Actions:

- A. 60,000 copies of the GHB brochure were reprinted.
- B. A GHB mailing was sent to emergency rooms in all Michigan hospitals.
- C. A letter was sent to the media to urge discontinuing referring to GHB as the "date rape drug" and to refer to it as the "rape drug".
- D. Staff of the Michigan Women's Commission attended the GHB Symposium on June 11, 1999 sponsored by the Michigan State Police in conjunction with the City of Livonia Police Department.
- E. Judi Clark, mother of GHB victim Samantha Reid, spoke to the Michigan Women's commission at the October meeting educating the commission of the serious dangers of GHB. As the mother of a murder victim, Judi shared her ideas on how the Commission can continue to raise awareness.

Accomplishments:

- A. The Michigan Women's Commission successfully worked with the Michigan State Police to include GHB in the T.E.A.M. (Teaching, Educating, and Mentoring) curriculum.
- B. The Commission distributed approximately 66,000 informative GHB brochures to the general public, local law enforcement, schools, etc.

Objective II: Increase awareness of Michigan Women's Commission publications including: *Stalking, Domestic Violence, DV Wallet Card, Personal Protection Order, GHB, Women's Resource Directory, How to Start a Business, The Family and Medical Leave Act*, and the *Women's Health Journal*.
Time line: 2001

Strategy-1: Distribute these publications.

Actions:

- A. Approximately 60,000 copies of the *Stalking* brochure were reprinted.
- B. *The Women's Resource Directory* was updated and reprinted

GHB Awareness

Commission Goals, Strategies, and Priorities

Personal Safety

C. The Women's Commission also wrote a self-esteem brochure.

Accomplishments:

A. The Women's Commission distributed approximately 31,000 *Stalking*, 45,000 *Domestic Violence*, 22,000 *Personal Protection Order*, 66,000 *GHB*, 1,700 *Women's Health Journal* and 1,500 *How to Start a Business* brochures.

Objective III: Increased response to the Elder Abuse Committee Report
Time line: 2001

Strategy-1: Develop a plan based upon Elder Abuse Committee Report.

Actions:

A. The Commission met with the Family Independence Agency, the Department of Community Health, and the Governor's office to discuss and revise the Elder Abuse Committee Report.

Objective IV: Increased awareness of personal safety programs.
Time line: 2001

Strategy-1: Continue to stimulate interest in programs of personal safety at the local level.

Actions:

- A. The Home and Community Standing Committee established a goal to hold two personal safety programs in the year 2000, one in northern Michigan and combine with it a self-esteem presentation.
- B. The Home and Community Standing Committee recommended to the full commission that the Commission: revamp the personal safety issue, include safety tips in the newsletter, study personal safety for the handicapped, and review on-site day care.
- C. The Legislative Standing Committee tracked the E-911 legislation that created wireless emergency telephone service. A letter to support this legislation was sent to all Commissioners.
- D. Commissioners attended the Domestic Violence Conference, "Gathering Strength" on November 30, 1999.

Accomplishments:

- A. McDonald's Corporation and the Michigan State Police teamed to have 3,500 safety placemats at McDonald's restaurants throughout the state. 3,500 trading cards with a state trooper picture on the front and safety tips on the back were printed and distributed.
- B. The Home and Community Standing Committee also distributed SEND HELP signs to assist women in safety while traveling.

Public Profile

Commission Goals, Strategies, and Priorities

Objective V: Increased awareness of health issues pertinent to women.

Time line: 2001

Strategy-1: Address high-risk factors affecting the health of women.

Actions:

- A. The Commission participated in "Tell a Friend Tuesday" sponsored by the American Cancer Society and aimed at increasing women's knowledge of the importance of mammograms.

Goal III: To increase the public profile and identity of the Michigan Women's Commission as a Resource for women.

Related Statutory Duties: Refer to items 1, 3, 6 on page 6.

Objective I: Increase awareness through publications, print media, and individual contacts.

Time line: 2001

Newsletter

Strategy-1: Increase the Michigan Women's Commission distribution list.

Actions:

- A. The Commission's distribution list has been updated and interested persons are continually added to the list.

Objective II: Increase levels of networking within the government and the public.

Time line: 2001

Strategy-1: Increase levels of networking within the government and the public.

Actions:

- A. The Outreach Standing Committee made the following suggestions to the entire Commission in order to better fuse relationships with the public: consider making a Michigan Women's Commission "Month" or "Week," look into celebrity promotions, feature women's welfare to work success stories in the newsletter, and recognize women for their achievements.

Objective III: A quarterly newsletter

Time line: 2001

Strategy-1: Produce a quarterly newsletter

Actions:

- A. The Women's Commission wrote and distributed three newsletters in 1999; winter, summer, and fall.

**RELATED
ACTIVITIES
&
PUBLICATIONS**

Related Activities & Publications

During 1999, the Michigan Women's Commission was represented in the following organizations:

Elder Abuse/At Risk Adults Working Group

This task force was created to address elder abuse in Michigan. The Department of Community Health Office of Services to the Aging and the Departments of Community Health, Consumer and Industry Services, the Family Independence Agency, Office of Services to the Aging and the Michigan Women's Commission all served as participants in the work group. The task force continually met throughout the year to determine successful practices, strategies and protocols that effectively deal with the problem of elder abuse. The information the work group gathered was compiled and is being finalized for presentation to the Governor in 2000.

TASK FORCES AND COMMITTEES

Other activities of the Commission include:

Constituent Requests

The Michigan Women's Commission and its staff receive many requests for information and assistance. Although too numerous to list in their entirety, examples include; requests for information or referrals on stalking, domestic violence, domestic relations, child support, sexual harassment, pregnancy discrimination, women business ownership, laws pertaining to women, and women and work issues. Additionally, legislators often contact the office seeking information for their constituents or requesting the office handle a constituent matter.

CONSTITUENT REQUESTS

National Association of Commissions for Women (NACW) Convention

Two Commissioners attended the National Association of Commissions for Women in July, 1999 in Boston, Massachusetts. The NACW is a non-partisan membership organization composed of city, county, regional, and state commissions created by government to improve the status of women. This is an opportunity for women's commissions throughout the country to share project ideas, concerns and to join together in support for major women's issues.

PUBLICATIONS

Current publications available from the Commission are:

Annual Report to the Governor

Strategic Plan

Are You a Victim of Stalking?

This brochure is a citizens guide to understanding stalking laws. It provides a definition of stalking, examples of stalking, and a description of the punishment for convicted stalkers. Most importantly, citizens are informed of what their legal rights are and what to do when being stalked.

Break the Cycle of Domestic Violence Wallet Card

This small flyer has a perforated edge that may be torn off and the number for the Family Violence 24-Hour help line can be placed in a person's wallet. Warning signs of abuse is included.

Domestic Violence, What Some Women Live With is a Crime

This pamphlet is designed for victims, advocates, law enforcement officials, and to raise the level of awareness of the community at large. It provides information about what domestic violence is, what protections and options are available, how to seek assistance, summaries of the new laws, and your rights and responsibilities under those new laws.

Family Medical Leave Act: New Ways to Blend Work and Family

This brochure explains the Family Medical Leave Act. It provides answers to questions such as: How does this law protect me? Who is eligible? What are the requirements? and Who enforces the law? It also provides the telephone numbers of agencies for additional information.

How to Get a Do-It-Yourself Personal Protection Order

This brochure is part of the effort to increase awareness for victims of domestic violence. It tells what a personal protection order (PPO) is, how it offers protection from harassment, assault, beating, molesting, wounding or stalking, and explains how to go about obtaining a PPO. This brochure is also available in a translated Spanish version.

How to Succeed in Starting a Business

This brochure is a practical look at the financial planning that is necessary to start a business. It describes the importance and the necessary elements of a business plan, with the emphasis on the financial plan. It also includes a list of resources available to women in Michigan.

Michigan Women's Commission Brochure

This brochure briefly describes the Commission, its legislative mandates, functions, committees, and issue priorities. Furthermore, it serves as an introduction to the Commission and identifies Commissioners and their areas.

Michigan Women's Commission 30th Anniversary Booklet

Summarizes the commission's 30 years of accomplishments.

So...You're Thinking of Running for Elective Office

This brochure focuses on personal preparation necessary before making the decision to run for public office. It attempts to make potential candidates aware of hidden obstacles as well as rewards they may gain by holding a public office.

Warning: GHB Abuse/Rape Drug Alert

This brochure explains what Gamma Hydroxy Butyrate (GHB) is and why it is so dangerous. This brochure provides the reader with important information including: a list of ways to recognize warning signs, what to do if the drug is ingested and criminal penalties for distributing, possessing or using the drug.

Women's Resource Directory

This directory provides a starting point for those seeking agencies and organizations providing services for women. It contains sections on government offices, family services, professional/career associations, victim's assistance agencies, and others. Two sub-directories are available upon request with contact information for women's organizations and government offices.

**COMMISSION
PUBLICATIONS**

The Michigan Women's Commission views itself as a partnership agency and, as such, relies greatly on the assistance and support of other partners. The following project partnerships deserve our appreciation:

♦ Office of Governor John Engler ♦ Office of Lt. Governor Connie Binsfeld ♦ Michigan Legislature ♦ Commission on Spanish Speaking Affairs ♦ Indian Affairs Commission ♦ Domestic Violence Prevention & Treatment Board ♦ Michigan Department of Attorney General ♦ Michigan Department of Civil Rights ♦ Michigan Department of Civil Service ♦ Michigan Department of Corrections ♦ Michigan Department of Consumer and Industry Services ♦ Michigan Department of Career Development ♦ Michigan Department of Education ♦ Michigan Department of Community Health ♦ Michigan Department of Management & Budget ♦ Michigan Department of Natural Resources ♦ Michigan Department of Community Health ♦ Michigan Family Independence Agency ♦ Michigan Department of State ♦ Michigan Department of State Police ♦ Michigan Department of Transportation ♦ Michigan Department of Treasury ♦ Michigan Economic Development Corporation ♦ Office of the State Employer ♦ American Cancer Society ♦ Michigan Women's Historical Center and Hall of Fame ♦ Michigan Coalition Against Domestic and Sexual Violence ♦ National Association of Commissions on Women ♦ National Association of Women Business Owners ♦ Michigan State University, James Madison College ♦ County and local government agencies, shelters throughout Michigan, and other organizations and agencies too numerous to list.

The following information-sharing partnerships also deserve appreciation:

♦ Senator Ken Sikkema ♦ Representative Susan Tabor ♦ Senator John Schwartz ♦ Senator Bill Schuette ♦ Michigan State University ♦ The Women's Economic Club ♦ Judi Clark ♦ Senator Spence Abraham ♦ Representative Fred Upton ♦ Representative Sue Rocca ♦ Michigan Women's Historical Center and Hall of Fame ♦ Michigan Women's Studies Association ♦ Michigan Women's Prosecuting Attorney Association ♦ Brighton High School ♦ Other organizations and agencies too numerous to list

PARTNERS